

August 25, 1961

MR. C. H. PEDERSEN, Chairman  
East Bay Division Joint  
Grievance Committee

Subject: Report of Sub-committee Investigation of Grievances  
No. 128 and No. 129

Grievances No. 128 and 129 were returned from the Review Committee for further consideration and possible settlement. At the Joint Grievance Committee Meeting of August 2, 1961 a Sub-committee was assigned to investigate these grievances. The following material was used by the Sub-committee in its investigation:

- (1) Job Definitions and Lines of Progression, Warehouse Department (Revised 5-1-61).
- (2) Letter from Chairman, Review Committee to Chairman, East Bay Joint Grievance Committee (dated 7-5-61).

The grievances were investigated on August 3, 1961. The following has been agreed upon:


1. Grievance No. 128: RC #210

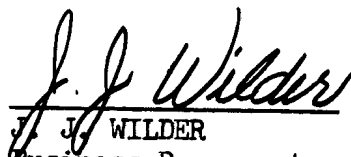
Measuring this grievance with the aforementioned criteria, this committee finds that the work involved does not fall into the classification of a Senior Warehouseman.


Recommend this grievance be closed.

2. Grievance No. 129: RC #220

In this case there is some question regarding the degree of responsibility exercised by the employee and the degree of supervision provided to him at the time the grievance was filed. Because of the length of time elapsed since the filing of the grievance no solution to the question could be found.

  
R. H. TAYLOR  
Division Personnel  
Assistant

  
J. J. WILDER  
Business Represent-  
ative, Local 1245,  
IBEW  
*By J.M.F.*

  
J. C. CARLEY  
Division Supt. of  
Supply

## EAST BAY DIVISION

MINUTES OF JOINT GRIEVANCE COMMITTEE MEETING  
 1625 CLAY STREET, OAKLAND  
 9:30 A.M., AUGUST 2, 1961

PRESENT

Representing the Pacific Gas & Electric Co.  
 H. H. Jackson, Manager Div. Power Generation  
 (Acting Chairman)

Representing the IBEW, Local 1245  
 M. J. Robins, Steam Elec. Gen. Dept., Chairman  
 J. E. Bynum, Hayward Office  
 W. E. Tierney, Gas Department  
 J. G. Garcia, Electric Department

GUESTS

P. M. Bailey, Division Personnel Manager, O. Jensen, Mission District Electric Superintendent, E. G. Krumland, Supervisor of Customers' Service (Div. Gas Dept.), J. C. Carley, Superintendent of Supply and K-D. Cowan, General Office Industrial Relations Department; J. J. Wilder and L. Foss, Business Representatives, Local 1245, IBEW.

Mr. H. H. Jackson called the meeting to order at 9:30 a.m.

The minutes of the July 5, 1961 meeting were approved as written.

OLD BUSINESS

1. Grievance No. 128 ALLEGED VIOLATION OF SECTION 205.3 OF THE AGREEMENT BY THE COMPANY WHEN E. H. PAGANINI WAS NOT UPGRADED TO SR. WAREHOUSEMAN closed  
 (R.C. File 210)

Grievance No. 129 ALLEGED VIOLATION OF SECTION 205.3 OF THE AGREEMENT BY THE COMPANY WHEN E. F. LANGE WAS NOT UPGRADED TO SR. WAREHOUSEMAN closed  
 (R.C. File 226)

Letter from V. J. Thompson to C. H. Pedersen dated July 5, 1961 stated these grievances are returned to East Bay Joint Grievance Committee for further consideration and settlement in accord with the recent modification of Job Definitions and Lines of Progression in Division Warehouse Departments.

It was agreed that a Sub-committee would investigate the situation in each case, and the cases be held open pending report at the next meeting.

2. Grievance No. 131 ALLEGED VIOLATION OF SECTION 205.3 OF THE AGREEMENT BY THE COMPANY WHEN A. CERVONE WAS NOT UPGRADED TO STOREKEEPER

Grievance No. 132 ALLEGED VIOLATION OF SECTION 205.3 OF THE AGREEMENT BY THE COMPANY WHEN F. JENKINS AND E. KING WERE NOT UPGRADED TO STOREKEEPER

Grievance No. 133 ALLEGED VIOLATION OF SECTION 205.3 OF THE AGREEMENT BY THE COMPANY WHEN H. ADAMS AND W. EVIC WERE NOT UPGRADED TO STOREKEEPER

Grievance No. 138 ALLEGED VIOLATION OF SECTION 205.3 OF THE AGREEMENT BY THE COMPANY WHEN D. ELSING, H. GEORGE AND W. TIEMEYER WERE NOT UPGRADED TO STOREKEEPER  
 (R.C. File 203)

HELD  
 PENDING  
 INVESTIGATION.

OLD BUSINESS (Continued)

Letter from V. J. Thompson to C. H. Pedersen dated July 3, 1961 stated these grievances are returned to East Bay Joint Grievance Committee for further consideration and settlement in accord with the recent modification of Job Definitions and Lines of Progression in Division Warehouse Departments.

These cases are under study and will be help open pending the results of investigation.

3. Grievance No. 180 ALLEGED VIOLATION OF SECTION 208.11 ON BEHALF OF A. E. GEORGE, LIGHT CREW FOREMAN, AND J. M. LYDON, CLERK DRIVER, GAS DEPARTMENT AT OAKLAND, WHEN THEY DID NOT RETURN TO WORK AT COMPLETION OF THEIR SIX-HOUR REST PERIOD

This case had been held pending Review Committee Decision on a like grievance. (San Francisco Division Grievance No. 126 - Review Committee File No. 278.)

The Review Committee has reached a decision. As applied to this case, in which the rest period extended into the second half of the grievants' work day, the Division was correct in stating the employees may be excused without pay from reporting to work for the balance of the work day.

This case is closed.

4. Grievance No. 182 is held pending Review Committee decision on a like grievance.
5. Grievances Nos. 183 and 184 are held pending a mutual understanding of Section 202.17.
6. Grievance No. 190 ALLEGED VIOLATION OF SECTION 205.7(b) ON BEHALF OF G. WIDICK AND J. HUNTER, TROUBLEMEN, AND L. BOWEN, R. LUNDY AND R. LENZI, LINEMEN, WHEN COMPANY SELECTED A JUNIOR BIDDER FOR APPOINTMENT TO LINE SUB-FOREMAN, CENTRAL DISTRICT UNDER SECTION 205.14

CLOSED

Case held pending report of Local Investigating Committee.

7. Grievance No. 192 ALLEGED VIOLATION OF SECTION 204.3 AND TITLE 600 WHEN G. GANT AND S. SCIALABBA, LINEMEN, FREMONT WERE NOT UPGRADED TO LINE SUB-FOREMAN WHILE WORKING AT SEPARATE LOCATIONS WITH OTHER MEMBERS OF A CREW UNDER THE SUPERVISION OF A LINE FOREMAN.

Union withdrew this grievance without prejudice.

8. Grievance No. 193 ALLEGED VIOLATION OF SECTION 204.3, TITLES 105 AND 600, WHEN R. LENZI, LINEMAN FREMONT, WAS NOT UPGRADED TO LINE SUB-FOREMAN WHILE PERFORMING LINE CONSTRUCTION WORK WITH ONE MAN.

Review

After discussion Company and Union agreed to refer this case back to the local level for investigation.

*Company stated that there was a misunderstanding of what Al Jensen stated.*

NEW BUSINESS

9. Grievance No. 194 ALLEGED VIOLATION OF TITLE 205 AND MEMO OF UNDERSTANDING DATED DECEMBER 20, 1960 (APPRENTICE FITTER ENTRANCE REQUIREMENTS) WHEN D. W. STACY, HELPER, OAKLAND, WAS DISQUALIFIED ON A JOB VACANCY BID DUE TO FAILING AN ENTRANCE TEST

Union submitted the above by letter of July 17, 1961. Union claimed Stacy was not given the opportunity to retake an entrance test after three months.

Company stated Stacy has failed twice (September 1958 and in February 1961) to meet the requirement for Apprentice Fitter on this test and will be eligible to take the test for the third and last time one year from the date of the second failure.

Union contends that Agreements on entrance requirements were separately negotiated, therefore an employee is entitled to three opportunities to pass a test under the provisions of each Agreement. Union stated that Stacy's failure of the test in September 1958 was a failure of a Serviceman Training requirement and cannot be considered as failure of an Apprentice Fitter requirement.

As the parties did not agree, Union requested this case be forwarded to Review Committee.

10. Grievance No. 195 ALLEGED VIOLATION OF SECTIONS 208.1(c), 208.5 AND 208.12 WHEN M. KEARY, APPRENTICE COMMUNICATION TECHNICIAN, OAKLAND, WAS TEMPORARILY ASSIGNED TO ROTATE A MONDAY-FRIDAY, TUESDAY-SATURDAY WORKWEEK

Union submitted the above by letter of July 26, 1961. Pay at the straight time rate was requested for June 26, 1961 (Monday), and overtime payment and travel time for July 1, 1961 (Saturday).

After discussion Company and Union agreed to hold this case open pending further investigation.

11. Grievance No. 196 ALLEGED VIOLATION OF SECTIONS 102.6(a) AND 107.1, TITLE 205, AND MEMO OF UNDERSTANDING ELECTRIC OVERHEAD (DATED JUNE 7, 1957) WHEN W. OSWILL, LINEMAN, OAKLAND WAS NOT CREDITED WITH FORMER TROUBLEMAN CLASSIFICATION SENIORITY ON HIS BID TO A LINE SUB-FOREMAN VACANCY

Union submitted the above by Letter of July 26, 1961.

Company stated that the grievant was given proper consideration under the provisions of Section 205.7(b), and credited with classification seniority in line with the provisions of Section 106.1 and Lines of Progression Electric Overhead Department Revised 7-1-60.

Union stated that the grievant's former classification seniority as Troubleman should accrue as classification seniority in the Lineman classification for bidding to Line Sub-Foreman.

As the parties did not agree, Union requested this case be forwarded to Review Committee.

There being no further business the meeting adjourned at 10:25 a.m.

The next meeting will be held September 6, 1961 at 9:30 a.m. in the sun porch,  
1625 Clay Street, Oakland.

  
\_\_\_\_\_  
R. H. TAYLOR, Secretary

RHT:JS

CC: Gen. Office - 41  
Dist. Mgrs. - 132  
Dept. Heads - 16  
Union - 119